

SAMPLE - Desired Attributes of the Superintendent

Miami-Dade County Public Schools

1. Student-Centered Vision & Instructional Leadership

- Puts student success at the forefront; defines success by student achievement outcomes in school and life
 - Deep understanding of teaching, learning, assessment, and curriculum
 - Commitment to high-quality, equitable educational opportunities for all students
 - Ability to align instruction, curriculum, and resources to improve outcomes system-wide
 - Strong instructional leadership with classroom and school-level experience preferred
 - Knowledge of modern instructional practices and technology
 - Uses data and evidence to continuously improve teaching, learning, and student performance
-

2. Strategic & Visionary Leadership

- Clear, compelling vision for the future of public education
 - Ability to articulate and execute long-term strategy at scale
 - Systems thinker who understands interdependencies across a large district
 - Proven ability to lead and manage meaningful change
 - Balances respect for past practices with innovation and future-focused thinking
 - Demonstrated ability to execute strategy and deliver measurable results at scale and aligns resources, staffing, and systems to reflect current and future District needs
-

3. Operational & Financial Expertise

- Experience managing large, complex organizations and budgets
 - Strong financial and operational judgment
 - Oversees facilities, safety, compliance, and district operations effectively
 - Uses data-driven decision-making to guide strategy and improvement
 - Demonstrates efficiency, accountability, and performance management
-

4. Political & Stakeholder Acumen

- Skilled in navigating school board dynamics and local/state/federal politics
 - Works effectively with government agencies and policymakers
 - Balances competing stakeholder interests while maintaining focus on students
 - Demonstrates diplomacy, political awareness, and sound judgment
-

5. Communication & Public Leadership

- Clear, persuasive communicator across diverse audiences
 - Strong media presence and public credibility
 - Transparent, responsive, and consistent in communication
 - Builds trust with:
 - School Board
 - Staff and teachers
 - Families and community
 - Engages stakeholders through active listening and openness
-

6. Talent & Team Leadership

- Builds, develops, and retains high-performing leadership teams
 - Skilled at hiring, empowering, and advancing strong personnel
 - Promotes professional development at all levels
 - Delegates effectively while maintaining accountability
 - Defines “the team” broadly (educators, staff, families, unions, board)
 - Identifies, Develops, and Retains strong leader while holding teams accountable for the results and demonstrates the ability to build and lead a high-performing executive team
-

7. Collaboration & Relationship Building

- Collaborative management style
 - Builds strong relationships across all constituencies
 - Treats all stakeholders with respect and dignity
 - Engages community partners authentically
 - Fosters trust, unity, and shared purpose
-

8. Integrity & Ethical Leadership

- Demonstrates the highest ethical standards and integrity
 - Transparent and accountable for district performance
 - Willing to make difficult decisions when necessary
 - Acts with honesty, fairness, and consistency
-

9. Adaptability, Resilience & Problem-Solving

- Handles crises effectively (budget issues, emergencies, public scrutiny)
 - Operates under pressure in high-visibility environments
 - Flexible in rapidly changing policy and educational landscapes
 - Strong problem-solving and decision-making skills
-

10. Equity & Community Commitment

- Deep commitment to equity, inclusion, and access
 - Cultural competence in a diverse, international community
 - Ensures policies and practices support all student populations
 - Builds authentic partnerships with families and community organizations
 - Ensures all students have access to high quality opportunity and supports that improve outcomes
-

11. Executive Presence & Leadership Style

- Commands confidence in high-stakes environments
 - Represents the district effectively at state and national levels
 - Balances authority with approachability
 - Open-minded, thoughtful, and eager to listen and learn
 - Decisive yet inclusive in leadership approach
-

12. Personal Qualities

- Passion for public education
- Strong interpersonal skills and emotional intelligence
- Openness, humility, and willingness to engage with people
- Commitment to continuous learning and improvement